Dept. of <u>DHS-Independence (409)</u> Facts – FY '12

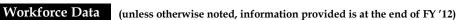
www.dhs.state.ia.us/

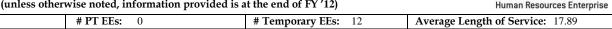
General Information

FT EEs:

Address: Independence Mental Health Institute

2277 Iowa Avenue Independence, IA 50644





Span of Control: 13.12 Total Unemployment Insurance Claims: N/A

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<25	3	45-54	102	<25	0	45-54	8	# of Females:	145	# of Males:	79
25-34	14	55-64	62	25-34	0	55-64	6	% of WF:	64.73%	% of WF:	35.27%
35-44	40	65+	3	35-44	2	65+	1	Average Age:	50.34	Average Age:	48.79
Employee Average Age: 49.79			Supervisor Average Age: 54.23			54.23	Average Length of Service: 18.33		Average Length of Service: 17.08		

<u>Minorities</u>		Non-minorities		Breakout of Minorities	<u>Did Not Respond</u>	
# of Minorities:	10	# of Non-minorities:	214	# African-American: 6	# of "did not respond":	0
% of Workforce:	4.46%	% of Workforce:	95.54%	# Asian/Pacific Island: 4	% of Workforce:	0%
Average Age:	55.26	Average Age:	49.54	# Am. Indian/Alaskan: 0	Average Age:	N/A
Average Length of Service:	19.38	Average Length of Service:	17.82	# Hispanic or Latino: 0	Average Length of Service:	N/A
				•		

Persons With Disabilities		Persons With No Disabilitie	e <u>s</u>	Did Not Respond		
# of Persons With Disabilities:	4	# of Persons With No Disabilities:	195	# of "did not respond":	25	
% of Workforce:	1.79%	% of Workforce:	87.05%	% of Workforce:	11.16%	
Average Age:	47.23	Average Age:	49.77	Average Age:	50.35	
Average Length of Service:	22.53	Average Length of Service:	17.35	Average Length of Service:	21.42	
0 0 1 11						

Professionals	Technicians	Protective Service: Sworn	
EEO Category 2: 70	EEO Category 3: 15	EEO Category 4: 12	
Administrative Services	Skilled Craft	Service/Maintenance	
EEO Category 6: 15	EEO Category 7: 13	EEO Category 8: 91	
Hire Rate: N/A%	Number Hires: 7	Transfer In: N/A	
All Terminations: 10	Voluntary Quits: 3	Transfer Out: N/A	
	EEO Category 2: 70 Administrative Services EEO Category 6: 15 Hire Rate: N/A%	EEO Category 2: 70 Administrative Services EEO Category 6: 15 Skilled Craft EEO Category 7: 13 Hire Rate: N/A% Number Hires: 7	

# of Classes Used: 67), Registered Nurse (23), Licensed Practical Nurse (12)	
Separations - By Class:	Power Plant Engineer 3 (3), Resident Treatment Worker (3),	Registered Nurse (2), Youth Services Worker (2)
# Eligible for Retirement:	1 Protect Serv 83 General - in the next 5 yrs	% Eligible (Protect Serv): 8.33% % Eligible (General): 39.15%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: Sick Leave Payouts:			ıal Payroll:	Avg. Base Salary	1	Overtime Days Worked:
\$43,130.94	\$2,000.00	\$12	2,277,698.06	\$52,306.89		435.9
Overtime Cost:	Reassignment Pay:	Recri	uitment Bonus Pay:	Retention Pay:		Exceptional Job Performance Pay:
\$110,288.17	\$0	\$0	-	\$0		\$0
Vacation Pay - Earned	Vacation Days Earned:		Vacation Used Exp	ense:	Vacation Day	ys Taken:
Value: \$1,004,072.05 4,854.0		\$978,834.87			4,774.1	
Sick Leave Days Earned:	Reg. Sick Leave Used Exp	ense:	Reg. Sick Leave Da	ys Used:	Converted Si	ck Leave To Vacation Days Used:
3,614.3	\$404,819.50		2,193.0		186.1	
Sick Leave -Earned			Avg. Sick Leave Da	vs Per EE:	Converted Si	ck Leave To Vacation Used
Value:			9.79	.,	Expense:	
\$682,672.66					\$46,215.70	
Injury Leave Used	Injury Leave Days Used:	Class	ification Appeals:	Reclassifications		Grievances
E	127.6	NT/	Α	II (E:114).	_	Combract Cariomana NI/A

injury Deave Obea	injury Deave Duyo Cocu.	Clubbilication ripp cars.	rectubbiliteations		GITCVUITCES		
Expense:	127.6	N/A	Up (Filled):	6	Contract Grievance	s:	N/A
\$25,718.07			Up (Vacant):	1	Disciplinary:	N/A	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled):	0	Language:	N/A	
Expense:	108.1	\$0	Down (Vacant):	0	Non-Contract Griev	ances:	N/A
\$19,345.82			Lateral (Filled):	0	Disciplinary:	N/A	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant):	0	Language:	N/A	
Expense:	2.9	\$0	Approx. Annual New Cos	t of	Arbitrations:		N/A
\$513.04			Reclassified Positions:*				
			\$60,067.39				

^{*} based on difference between average of old and new pay grade FY 12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012

